



900 EAST MAIN STREET
RICHMOND, VIRGINIA 23219

COMMONWEALTH OF VIRGINIA BOARD OF VETERANS SERVICES

Institutionalize the V3 Program

Thad A. Jones, Chairman

*Delegate Christopher P.
Stolle, Vice Chairman*

John A. Anderson

*Delegate Richard L.
Anderson*

*Delegate Mayme E.
BaCote*

William G. Haneke

Donald B. Kaiserman

Kate Kohler

Don Lecky

Sandra D. Love

George Melnyk, Sr.

William Nicholas

Senator Toddy Puller

Senator Bryce Reeves

Alfredo Sample

*Chip Moran, Vice
Chairman, Joint
Leadership Council of
Veterans Service
Organizations*

*David H. Holt, Chairman,
Veterans Services
Foundation*

*Paul E. Galanti,
Commissioner of Veterans
Services*

Adopted
July 18, 2012

1. **Objective:** To institutionalize the Virginia Values Veterans (V3) Program through a change to the Code of Virginia or an Executive Order.
2. **Background:**
 - Virginia's Unemployment Rate is 5.6%, but the unemployment rate for Virginia's veterans is 10.6%. The unemployment rate for veterans aged 20 to 24 has averaged 30% in 2012.
 - Virginia is home to 823,000 veterans.
 - Dozens of efforts have targeted veterans, providing training in job search techniques, resume preparation, interviewing skills, and transitioning from a military to civilian work environment.
 - The V3 Program represents a new and innovative approach to veterans employment, focused on helping employers build veterans employment pipelines that will help them attract, hire, train, and retain veterans as part of their workforce.
3. **Discussion:**
 - The Virginia Department of Veterans Services (DVS) will work to identify and highlight those Virginia companies who make a commitment to go beyond simply being "veteran friendly," and make themselves "veteran strong." DVS will make the contact information for these companies available to veterans seeking employment.
 - V3 will offer customized workforce assessment and training to companies committed to hiring and retaining veterans as part of their workforce. Participating companies will embark on a certification process that includes developing a pipeline to recruit veterans, completing a pilot program, and ultimately setting measurable goals for hiring and retaining veterans.
 - V3, at its core, is an economic investment initiative to re-capitalize Virginia's workforce and energize Virginia's economy.
 - To ensure that the V3 Program continues beyond the current administration, the program should be institutionalized through a change to the Code of Virginia or an Executive Order.
4. **Recommendation:** That the Governor take the necessary steps to institutionalize the Virginia Values Veterans (V3) Program through a change to the Code of Virginia or an Executive Order.